



## **Human Rights Division**

# **Legislative Recommendations within the Human Rights Act and Housing Discrimination Act**

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Under the Human Rights Act at N.D.C.C §14-02.4-22 and the Housing Discrimination Act at N.D.C.C. § 14-02.5-15, the Labor Department is required to publish, in even-numbered years, a written report recommending legislative or other action to carry out the purposes of the Human Rights Act and the Housing Discrimination Act. This report is intended to meet these requirements.

## **2005 Legislative Recommendations**

The Department of Labor recommends legislative approval of the following bills to carry out the purposes of the Human Rights Act and the Housing Discrimination Act:

1. HB 1007 is the Department of Labor agency budget. It provides the funding necessary for the department to continue its human rights enforcement activities.
2. SB 2117 is a pre-filed Department of Labor agency bill amending and reenacting sections of the Human Rights Act. The bill proposes to provide definitions of an “aggrieved person” and “readily achievable”; provide for removal of barriers in public accommodations; clarify the relief available in an administrative hearing; and clarify the issuance of determinations and prima facie evidence in, parties to, and representation at administrative hearings.
3. HB 1130 is a pre-filed Department of Labor agency bill which would amend and reenact section 14-02.4-18 of the North Dakota Century Code. The bill proposes to clarify the provision of the Human Rights Act prohibiting retaliatory acts.
4. HB 1158 is a pre-filed Department of Labor agency bill which would amend and reenact sections of the Housing Discrimination Act. The bill proposes to clarify the relief available and possible penalties in an administrative hearing and clarify representation of parties in enforcement actions.

## **Staff Training**

The Human Rights Director and compliance investigators will attend and complete the National Fair Housing Training Academy's program to become certified fair housing investigators. The Human Rights Division staff will also complete training in civil mediation.

## **Educational Activities**

Educating the public about human rights is important to carrying out the purposes of the Human Rights Act and Housing Discrimination Act. The Department's actions in this area will include:

- The printing and distribution of a new poster on housing discrimination. We will also develop and distribute a brochure that will describe the investigative process upon the filing of a human rights complaint with the department.
- The department will provide presentations on human rights to groups and associations throughout the state.